

Appendix B

Officer Questionnaire, Urban Departments

Center for Government Officer Questionnaire

We would like to thank you for agreeing to participate in this Virginia Department of Criminal Justice Services (DCJS) study on bias-based policing. Your assistance is invaluable. The research staff selected to conduct this study for DCJS is the Center for Government (www.cgov.aum.edu) at Auburn University Montgomery in Montgomery, Alabama.

This study is supported by DCJS to determine if bias-based police training and/or policies developed by DCJS should be altered in any way to better serve the police and citizens in Virginia. The following questionnaire is intended to assist us in helping DCJS achieve this goal.

Although completion of the survey is voluntary, we do encourage full participation. Officer responses will neither be attributed to specific departments or individual officers, but will be generalized. In fact, officers are not being asked to put any identifying characteristic on the officer survey, nor is the research staff making any attempt to identify respondents through a special coding of the questionnaire. There has been a unique three-digit code placed at the bottom of each questionnaire so that the researchers can identify the county in which the department is located.

The questionnaire consists of 45 yes/no and multiple-choice questions. The survey should take approximately 10-15 minutes to complete. Please circle the letter corresponding to your response on the questionnaire. Upon completion, insert your survey in the accompanying envelope, seal the envelope, and return the sealed envelope as directed. The sealed envelope will be sent to a central collection point in your department and mailed to our offices in Montgomery, Alabama to be opened and collated. If you would prefer, you can mail your questionnaire directly to our offices in care of Dr. Michael T. Charles, Center for Government, 75 TechnaCenter Drive, Montgomery, AL 36117. The final study report will be sent to DCJS by August 1, 2004.

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| 1) Gender:
A. Male
B. Female | 11) Does your department make training on bias-based policing available to officers?
A. Yes
B. No |
| 2) Age:
A. 18 - 39
B. 40 - 59
C. 60+ | 12) How frequently does your department provide this training?
A. Annually
B. Multiple times per year
C. Unknown
D. My department does not provide training |
| 3) Race:
A. White
B. Black
C. American Indian, Aleut, Eskimo
D. Asian Pacific Islander
E. Other | 13) Who must attend this training?
A. All department personnel (sworn and non-sworn)
B. All sworn personnel
C. Officers only
D. My department does not provide this training |
| 4) Hispanic Origin:
A. Yes
B. No | 14) If you have received bias-based training as a police officer in Virginia, how would you rate that training?
A. Excellent
B. Average
C. Poor
D. I have not received bias-based training as a police officer in Virginia |
| 5) What is the highest educational level you attained?
A. GED
B. High School Diploma
C. Some College
D. Associate's Degree
E. Bachelor's Degree
F. Master's Degree
G. Doctorate/Ph.D. | 15) Are all supervisors required to go through training to assist them in identifying officers and staff who might be engaging in bias-based policing practices?
A. Yes
B. No
C. Unknown |
| 6) What is your current rank?
A. Senior-Level Management (i.e., Chief, Deputy Chief, Major, Captain)
B. Mid-Level Management (i.e., Lieutenant and Sergeant)
C. Officers (i.e., Corporal and Officer) | 16) Do you believe that more bias-based policing training should be required in your department?
A. Yes
B. No |
| 7) What is your current assignment?
A. Administration
B. Investigation/Detective
C. Patrol
D. Patrol Support (Traffic, K-9, etc.)
E. Training
F. Planning and Research
G. Crime Analysis
H. Crime Prevention
I. Other:
_____ | 17) Does your department have a written policy that addresses bias-based policing issues?
A. Yes
B. No
C. Unknown |
| 8) How long have you worked for your current police department?
A. 0 - 3 years
B. 4 - 6 years
C. 7 - 10 years
D. 11 - 15 years
E. 16 years and above | 18) How does your department make their bias-based policing policies known to departmental members?
A. Through training
B. Distribution of the policy with officer signature as proof of training
C. No special method is used
D. My department does not have a written policy that addresses bias-based policing |
| 9) Do you have a clear understanding of what bias-based policing includes?
A. Yes
B. No | 19) If your department has bias-based policing policies in place, to what extent does the administration enforce those policies?
A. Never
B. Somewhat
C. Vigorously
D. We have no bias-based policing policies |
| 10) Did you receive bias-based policing training in the academy?
A. Yes
B. No | |

(OVER)

Center for Government Officer Questionnaire

- 20) Does your police department have an early warning system to track and identify potential problems with an officer?
A. Yes
B. No
C. Unknown
- 21) Does your department unofficially support bias-based policing practices?
A. Yes
B. No
C. Unknown
- 22) Are you aware of officers who have been held accountable for bias-based policing practices?
A. Yes
B. No
- 23) Do you know of anyone in your department who was terminated for bias-based policing?
A. Yes
B. No
- 24) Do you believe that any Virginia police department officially supports bias-based policing practices?
A. Yes
B. No
C. Unknown
- 25) Does your department support community outreach programs to foster good relations with the minority communities?
A. Yes
B. No
C. Unknown
- 26) Do you believe Citizen Police Academies foster better police-community relations?
A. Yes
B. No
C. Unknown
- 27) Do you believe your response time on calls for service is reasonable?
A. Yes
B. No
C. Unknown
- 28) Do you believe that bias-based policing is presently practiced by any officer(s) in your department?
A. Yes
B. No
C. Unknown
- 29) Have you witnessed bias-based policing activities by other officers in your department?
A. Yes
B. No
- 30) To what extent, if any, do you believe bias-based policing is an issue for your department?
A. Not an issue
B. Somewhat of an issue
C. A serious issue
- 31) Do you believe that bias-based policing is practiced by individual police officers in other Virginia police departments?
A. Yes
B. No
C. Unknown
- 32) As a non-supervisory police officer, what would you do if you witnessed an officer engaged in bias-based policing practices? (If you are a supervisor, you must answer F)
A. Talk to the officer
B. Report the officer's behavior to a supervisor
C. Ignore the incident
D. Report the incident only if it occurs again
E. Not sure what I would do
F. Not applicable
- 33) As a police supervisor, what would you do if you witnessed an officer engaged in bias-based policing practices? (If you do NOT supervise, you must answer F)
A. Counsel the officer
B. Recommend the officer attend bias-based policing training
C. Initiate a formal investigation
D. Ignore the incident
E. Not sure what I would do
F. Not applicable
- 34) Do you believe that minority officers are fairer in their dealings with minorities?
A. Yes
B. No
C. Unknown
- 35) Circle the corresponding letter for each community that you believe would say that your department is practicing bias-based policing.
A. Black Community
B. White Community
C. Latino Community
D. Other Community
E. All of the above
F. None of the above
- 36) If you have ever had a claim of bias-based policing filed against you, what was the outcome?
A. It was founded
B. It was unfounded
C. As of yet, I have not heard
D. I have never had a complaint filed against me for bias-based policing
- 37) Do you ever avoid taking necessary action because you are concerned that it would be perceived as bias-based policing behavior?
A. Never
B. Sometimes
C. Always
- 38) What resources do police departments need to utilize in order to minimize bias-based policing? Circle all that apply.
A. Additional cultural diversity training is needed
B. The department needs to hire more minority police officers
C. The department needs to hire more officers with foreign language skills, particularly Spanish
D. The department needs to develop written policies that provide guidance as to what constitutes bias-based policing
E. More problem-solving interaction with the public
F. Other:

- 39) Do you believe that a citizen's oversight board should be used to review complaints against the police?
A. Yes
B. No
C. Unknown
- 40) Do you believe that the police should collect data pertaining to bias-based policing (e.g., traffic stops, arrests, etc.)?
A. Yes
B. No
C. Unknown
- 41) Do you believe that the police department openly shares information with the public?
A. Yes
B. No
C. Unknown
- 42) Do you believe the media honestly portrays bias-based policing incidents?
A. Yes
B. No
C. Unknown
- 43) Do you believe that the police department should hold the media and other members of the community responsible for the dissemination of misinformation?
A. Yes
B. No
C. Unknown
- 44) Do you believe it is possible for members of your community to honestly and openly discuss racial issues?
A. Yes
B. No
C. Unknown
- 45) Assuming that there was a problem in your community with bias-based policing, do you believe that your police department, in cooperation with the citizens of your community, would be able to develop workable solutions to address the problem?
A. Yes
B. No
C. Unknown

Thank you for your assistance.